

**WILLIAMS V. CITY OF LANSING, LANSING POLICE DEPARTMENT**

**Case No. 1:10-cv-1028**

**Exhibit 6 - Disciplinary Charge Sheet**

LANSING POLICE DEPARTMENT DISCIPLINARY CHARGE SHEET			Internal Affairs Complaint Number: IA08-0006
Name of Charged Officer: Eric Williams	Rank: PO1	Badge #: 006	Unit: North Precinct - Night Shift
Name of Charging Person: Daryl Green	Rank: LT	Badge #: 321	Unit: Internal Affairs
Date & Time of Offense: May 24, 2007 – November 12, 2010	Location of Offense: Lansing Police Department		

## VIOLATION SUMMARY AND SPECIFIC RULE, REGULATION, PROCEDURE, DIRECTIVE, AND/OR ORDER VIOLATED INCLUDING TITLE AND NUMERICAL REFERENCE

## Count 1 1.04 Conformance to Laws – SUSTAINED

A. Employees shall obey all laws of the United States and of any state and local jurisdiction in which the employees are present.

B. A conviction of the violation of any law shall be prima facie evidence of a violation of this section. Lack of a criminal complaint or an acquittal of a violation of law shall not preclude internal administrative disciplinary action.

## Count 2 1.26 Associations – SUSTAINED

A. Employees shall avoid regular or continuous associations or dealings with persons they know, or should know, are persons under criminal investigation or indictment, or who have a reputation in the community or the Department for present involvement in felonious or criminal behavior, except as necessary to the performance of official duties, or where unavoidable because of other personal relationships of the employee.

B. Employees shall not knowingly join or participate in any organization that advocates, incites or supports criminal acts, criminal conspiracies, or hate crime activities.

## Count 3 1.02 Unbecoming Conduct – SUSTAINED

Employees shall conduct themselves at all times in such a manner as not to discredit the Department. Unbecoming conduct shall include that which brings the Department into disrepute, or impairs the operation or efficiency of the Department.

**SUMMARY:** MSP conducted an investigation of possible LEIN violations involving Officer Lorien Williams. As a result, a 4 count warrant was authorized (LEIN Unauthorized Disclosure). On October 7, 2010 Officer Williams was convicted of (1) count of LEIN Unauthorized Disclosure. The conviction stemmed from Williams' testimony that she was checking her husband in LEIN to complete a City of Lansing related insurance form that required Eric Williams' driver's license number. An Internal Affairs investigation found that Williams associated with multiply felons, committed multiply LEIN violations, and admittedly was untruthful to a MSP Trooper during a traffic stop. The actions of Officer Williams have brought discredit to the department and further impaired the operation and efficiency of the organization.

THIS DISCIPLINARY SANCTION IS BASED ON THE NATURE OF THE OFFENSE COMMITTED, THE CIRCUMSTANCES UNDER WHICH AND THE MANNER IN WHICH IT WAS COMMITTED, AND THE EMPLOYEE'S RECORD DURING THE IMMEDIATELY PRECEDING TWO (2) YEARS.			
RECOMMENDED DISCIPLINARY SANCTION <b>Termination</b>		DATE 11-17-10	SIGNATURE <i>Sgt. Drew Macan</i>
REVIEWED BY <i>LT. NOSEN</i> <i>Capt. Mike Yankowsky</i>	WITH THE ACTION TAKEN BY THE SUBORDINATE OFFICER <input checked="" type="checkbox"/> I CONCUR <input checked="" type="checkbox"/> (see memo)	I DO NOT CONCUR (see report)	SIGNATURE / DATE <i>Debra J. 11-17-10</i> <i>Carroll 11-18-10</i>
PREDETERMINATION CONFERENCE-LIST ALL PERSONS PRESENT: <i>Lt. G. Kiser</i> <i>Atty. Lett</i> <i>Sgt. Frubes</i> <i>Tom Lang + L. Williams</i>		DATE 11-22-10	SIGNATURE <i>Drew P. Johnson</i>
FINAL DISCIPLINARY SANCTION DETERMINED BY THE CHIEF OF POLICE OR HIS/HER DESIGNEE: <b>TERMINATION</b>		DATE 11-23-10	SIGNATURE <i>Lorien Williams</i>
DATE NOTIFIED: 11-23-10	SIGNATURE OF CHARGED OFFICER:		
TIME NOTIFIED: 8:00	SIGNATURE OF NOTIFYING OFFICER:		
*ACKNOWLEDGE I HAVE RECEIVED NOTIFICATION OF THE DISCIPLINARY SANCTION.		DATE /TIME:	SIGNATURE OF CHARGED OFFICER:
FOR INTERNAL AFFAIRS USE ONLY:			

ORIGINAL